

# Washington Paid Family & Medical Leave

At some time in our lives, we all need to give or receive care. Paid Family and Medical Leave is a new statewide insurance program that will help Washingtonians take paid time in life's most challenging times.

## What is covered?



Your own medical condition



Caring for family members



Bonding with a child (birth, foster or adoption)



Leave for military families

## Am I eligible for benefits?

You are eligible once you have worked 820 hours in Washington during the previous year and you experience a qualifying event. You can apply for benefits after Jan. 1, 2020.



## What is my weekly benefit?

You can get up to 12 weeks of partial pay to care for yourself or a family member during illness or injury, and for maternity and paternity leave if you have a child through birth, adoption or foster placement. You can get 16 to 18 weeks in some extreme circumstances.



The weekly benefit range is up to 90 percent, depending on your income. The less you make, the higher percentage of your pay you get.

## Is my job protected while I take leave?

Employees covered by the state program are entitled to job restoration when returning from leave if they:

Work for an employer with 50 or more employees.



Have worked for that employer for 12 months or longer.

Have worked at least 1250 hours for that employer in the past 12 months.



## How much does it cost?

If your annual salary is \$50,000, you will pay about \$2.44 per week. The premium is 0.4% of an employee's gross wages and is shared by the employee and employer. Premium collection began Jan. 1, 2019.

## When does this begin?

